

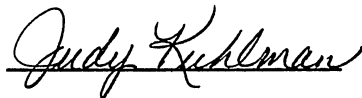
MISSOURI STATE COUNCIL ON VOCATIONAL EDUCATION

January 22, 1988

Presentation Provided By

Western Missouri Private Industry Council, Inc.
Job Training Partnership Act Programs
Service Delivery Area 4

Presented by:

A handwritten signature in cursive script that reads "Judy Kuhlman". The signature is written in dark ink and is positioned above the printed name.

Judy R. Kuhlman, Ph.D.
Executive Director
Western Missouri Private Industry Council, Inc.

PRESENTATION TO THE STATE COUNCIL ON VOCATIONAL EDUCATION
FRIDAY, JANUARY 22, 1988

By: Judy R. Kuhlman, Ph.D.

Chairman Thompson and members of the State Council, I would like to thank you for the opportunity to speak to you today. My name is Judy Kuhlman; I am the Executive Director of the Western Missouri Private Industry Council, Inc., which provides Job Training Partnership Act programs for the Service Delivery Area 4 in Missouri.

Cooperation, linkage, and support have been the consistent descriptors of the efforts of the Western Missouri Private Industry Council, Inc., and the Vocational-Technical School Consortium of the educational institutions in the 13 counties of Service Delivery Area 4. Since the initial Job Training Partnership Act formation of Service Delivery Area 4, these educational institutions and their directors have been a significant portion of the success of Job Training Partnership Act programs in the area. Through their cooperative efforts the Service Delivery Area has been able to provide high quality, labor-market sensitive, and participant need driven programs. These institutions are: Carrollton Area Vocational-Technical School, Clinton Area Vocational Technical School, Lex La-Ray Area Vocational-Technical School, Nevada Area Vocational-Technical School, Saline County Career Center, State Fair Area Vocational-Technical School, State Fair Community College, Warrensburg Area Vocational-Technical School, and Central Missouri State University.

Since the Job Training Partnership Act programs began this group has provided youth opportunities through the high school Area Vocational-Technical School System. Each year the Private Industry Council supports through tuition reimbursement over 100 high-risk youth to attend programs at

these institutions receiving a one- or two-year skill training program. The job placement rate for these youth has averaged 90% plus for four years. In addition, these schools support the Western Missouri Private Industry Council, Inc., policy of providing for tuition payments for Area Vocational-Technical School students attending outside of Service Delivery Area 4 when the student participant resides in Service Delivery Area 4.

Each year over 100, and sometimes as many as 150 participants, receive Skill-Training through Individual Referral at the post-secondary level through this program, as part of the core Title IIA Programs. The positive termination rate of these graduates has been 70% with a \$5.39 average wage for entered employment.

But, most significant has been the continued support for new and/or specialized programs for both participants and business and industry. When opportunities became available for more than referral linkages to the Adult Basic Education Programs, each school volunteered to work with the Basic Education Initiative (BEI) Program. Within the first phase of the Basic Education Initiative Program, Service Delivery Area 4 created six sites, five of these are placed in Area Vocational-Technical Schools. The cooperative positioning of these programs has lead to increased services available in Basic and Remedial Education throughout the Service Delivery Area. State Fair Community College coordinates services at five of these sites as satellite programs and the Nevada Area Vocational-Technical School coordinates the sixth site. During PY'86 a seventh site was requested for another Area Vocational-Technical School. Although it was denied, the support remains. Last year 88 individuals received these services. This year we have over 60 participants at mid-year.

In PY'85 the Western Missouri Private Industry Council, Inc., requested assistance to pilot a Basic and Remedial Program in the Title IIB Summer Program. The State Fair Community College, Adult Basic Education program volunteered to operate a program. During the summer, 20 students from 14-20 years of age, who were failing in high school or in need of additional basic skills before skill training placement, attended eight weeks of a half-day program. Extensive use was made of the Basic Education Initiative computerized instruction system. During that period, pre- and post-testing revealed a 2.1 grade level increase average for the participants. Last summer two more Area Vocational-Technical Schools assisted, and programs operated at the Clinton Area Vocational-Technical School/Basic Education Initiative site along with a temporary Basic Education Initiative site established at the Lex La-Ray Area Vocational-Technical School.

Project AHEAD (Adults Headed for Education, Advancement, and Development) was designed to assist individuals with career assessment, vocational training selection, basic/remedial education, tuition, support services, job-readiness skills, and job placement. The program serves single parents, homemakers, and displaced homemakers by aiding them in choosing and acquiring vocational skill training which will lead to economic self-sufficiency.

Project AHEAD began in 1985 as an effort to recruit this target population for vocational programs when funds became available through the Carl Perkins Act of 1984. Through support from Service Delivery Area 4, Department of Elementary and Secondary Education, Division of Job Development and Training and Carl Perkins funds at various levels, the program is beginning its third year of operation. The Western Missouri Private Industry Council, Inc., the seven Area Vocational-Technical Schools

and one community college in Service Delivery Area 4 fund Project AHEAD to insure that these services are available to the rural population of the Service Delivery Area. Through the initial coordination between the vocational schools and the Western Missouri Private Industry Council, Inc., an effective network of referrals was quickly established which accounted for the program's immediate success.

Over 400 men and women have participated in the recruitment workshops which provide emotional support as well as educational information. The career assessment has been motivating as well as a career tool. Since September of 1985 over 245 individuals have been able to enter vocational training through the coordination of financial programs and services. Referrals have been made to various programs including Basic/Remedial Education, Job Search and On-The-Job Training along with the Skill Training component. Over 100 participants have completed training in areas including Practical Nursing, Business Management, Auto Technology, Building Trades, Electronics, Computer Programming, and Secretarial Science. In 1986-87 Project AHEAD served 97 participants with a 57% positive termination rate and an average wage of \$4.85 for those entering employment.

The project has been recognized in presentations at the National Job Training Partnership Conference in New Orleans in 1987 and the Displaced Homemakers Network Regional Conference in St. Louis in 1986. We are listed by the Department of Labor Women's Bureau's Displaced Homemakers Network as a program referral.

The individuals, schools, Job Training Partnership Act agencies, and professional groups that are served are appreciative and eager to participate in our networking efforts to provide successful career training for this targeted population when it results in increased individual pride

and successful job placements. The Western Missouri Private Industry Council, Inc., is proud of its involvement with the creation and development of this project and will continue its support of the program.

Since the Job Training Partnership Act program began in Service Delivery Area 4, the Western Missouri Private Industry Council, Inc., has had a special program to coordinate and utilize Customized Training funds available through both the Division of Job Development and Training and the Department of Elementary and Secondary Education. A vital part of the approach and success has been the support from these institutions. They provide specialized courses and instruction whenever it is requested through the system for business and industry . The Western Missouri Private Industry Council, Inc., Customized Training Program has consistently led the state in number of projects and individuals served. In recognition of this success the Private Industry Council has received the Governor's Award in 1986 and 1987 for most outstanding Customized Training Program in the state.

The Service Delivery Area moved into PY'87 with all of these programs in place and added a new assessment center approach designed for rural areas. Through a Coordinating Matching Grant an assessment center with outreach to each of these institutions is being piloted. Once again every institution is a part of this consortium approach, with State Fair Community College coordinating the program.

This year we have also piloted a new program through Central Missouri State University to provide entrepreneurial training for participants interested in starting their own business. Nineteen individuals are enrolled in this program developed by the Center for Technology and Small Business Development for the Private Industry Council.

The success of these cooperative efforts is based on open communication and mutual responsiveness. When two groups with some common goals try to establish a joint effort program, it is critical that each side realizes what limitations the other must work under. It is not impossible, but it takes time and energy. We held many meetings face-to-face to make sure everyone understood the needs of each group and what was to be accomplished. Through these efforts credibility has been established. We have mutual trust and respect. Although my personal background may have helped in the initial sessions because I understood vocational education programs, many areas of current programming were created where neither group had previous experience. The Western Missouri Private Industry Council, Inc., has designed the programs for Service Delivery Area 4 to be conducive of cooperative programs. We have a strong commitment to providing vocational skill training.

This consortium allows the Private Industry Council to provide appropriate, timely and valuable skill training programs to a wide range of participants and businesses.

JUDY KUHLMAN, Executive Director
Western Missouri Private Industry Council, Inc.

Question: When you said at the beginning your 90% plus employed rate, did you mean the initial or after 6 months or so?

Answer: That for us is the first initial and we also do a 120 day follow up. For us we have found in that area, we have always been able to maintain over 75% of continued placement. If you listen to those figures though, for me it is very interesting that we have a much higher placement and consistency rate of staying on employment with those that we provide the skill training through the area vocational technical schools as high school students compared to those that we provided for through the individual referral or post high school programs. We usually have about a 70-75% rate of placement with those individuals and it drops closer to 57% on our 120 day follow up. I do not have an answer for that and so far neither do any of the directors, but that's the case.